

# **The Best First Step: How CDA Council Partnerships Transform Programs**

## **How Kentucky's Professional Development Systems Support Improved Child Outcomes**

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Governor's Office of Early Childhood



# Guiding our work

## A Systems Approach

### *Children Enter Kindergarten Ready*

High Quality Early  
Learning  
Environments

Participation  
in STARS

A great early  
childhood  
workforce

Scholarships  
& PD Plans

Supportive Families

Families understand child  
health and  
developmental needs

Families are  
engaged

Children have  
access to  
appropriate  
services

Access to Data

Common  
Kindergarten  
Entry Screener

Data is shared by  
early childhood  
programs

# Successful Outcomes for Children Require :



- ❑ **Supportive Families**
- ❑ **A Quality** Early Care and Education **Workforce**
- ❑ **Curriculums** and professional **delivery systems** that are competency and skill based
- ❑ A **credentialing system** that recognizes required competencies
- ❑ A **Career Lattice** that serves as a roadmap for continued progress.

# Goals for Professional Development



# A System of Support

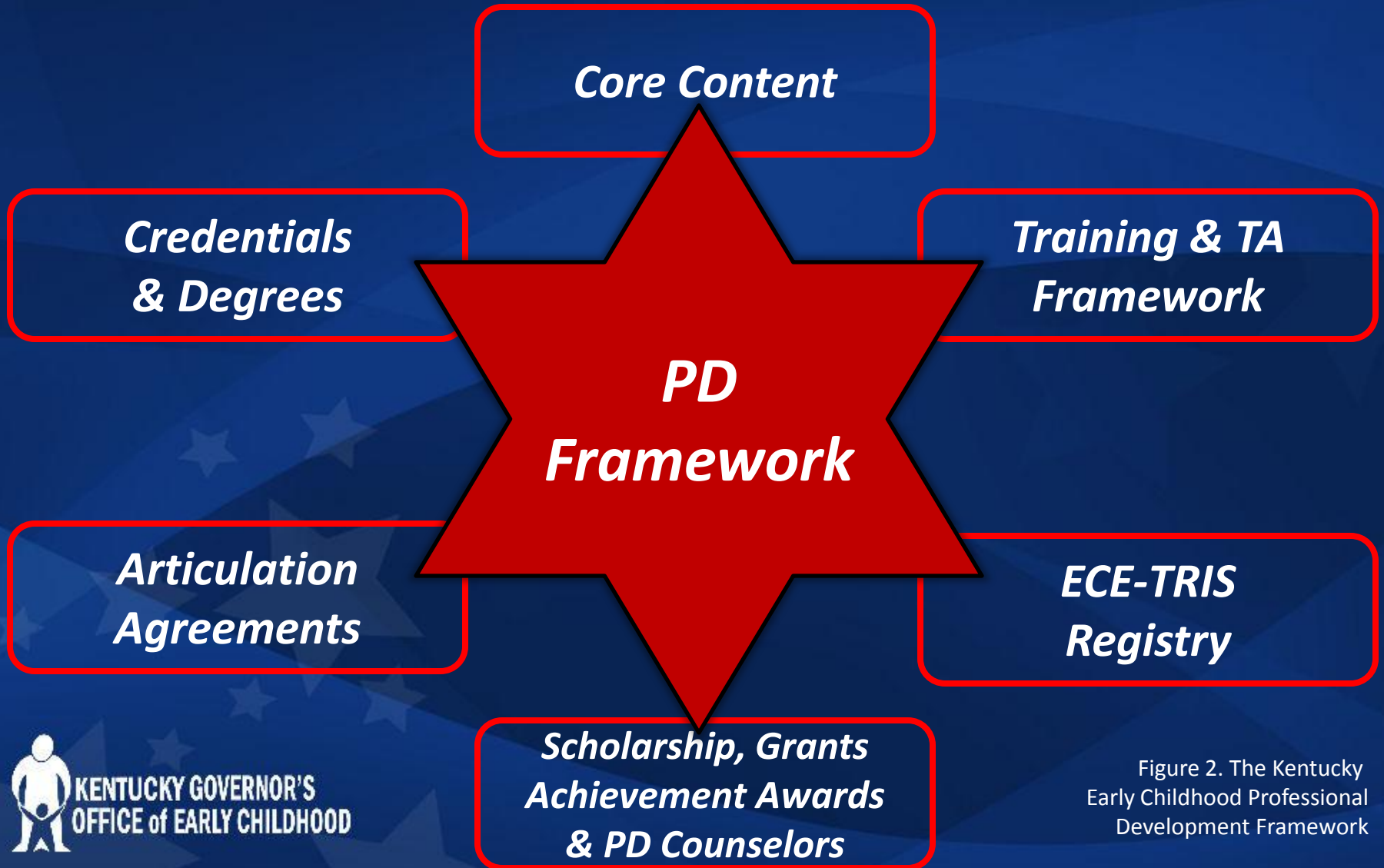


Figure 2. The Kentucky Early Childhood Professional Development Framework

# Our Professional Development System

FCS High School Students  
Early Childhood Workers  
College Students

## SYSTEM OF SUPPORT

- Core Content
- ECE-TRIS Registry
- Training & TA Framework
- Scholarships
- Grants
- Achievement Awards
- PD Counselors
- Varied delivery system
- Articulation Agreements
- Credentials
- Degrees

**Highly  
Effective  
Workforce**



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# Our Professional Development System

## ***Bachelor's Degree***

Preschool Teacher  
Head Start Teacher  
Center Director  
Quality Coordinator  
Training Coordinator  
High School FCS Teacher  
PD Counselor  
Level 4 Trainer

## ***Masters Degree***

College Instructor  
Level 5 Trainer

## ***Associate's Degree***

Level 3 Trainer

## ***Child Development Associates***

Preschool Assistant  
Head Start Assistant  
Early Head Start Nurturer  
Licensed Center Director  
Level 2 Trainer

## ***Commonwealth Child Care \* Credential***

Child Care Teacher (STAR Rated Center)

## ***Pre Lattice***

Orientation required and 15  
hours/year approved  
Training

***Highly  
Effective  
Workforce***



\*Entry Level, Kentucky Specific Credential

# Kentucky's EC Career Pipeline

High school students  
working toward a CDA

Credentialed educators  
(CCCC, CDA, etc)

ICEC and Assoc.  
Degree educators

School  
Administrator,  
Center Director





# Support for CDA

## *Incentives to encourage workforce toward goal of achieving a CDA*

- ☐ Non-College (coursework) scholarships
- ☐ College (coursework) Scholarships
- ☐ Related Education Expense Reimbursement  
\$50 Pursuing a Child Development Credential
- ☐ Grants for CDA Assessment Fee (as funds are available)
- ☐ Milestone Achievement Award  
\$250 for Initial Child Development Associate

# Climbing the Lattice

- The Kentucky specific credential, the Commonwealth Child Care Credential, is **½ the hours required for a CDA.**
- The CDA is issued by the Council for Professional Development, Washington D.C and is a **nationally/internationally recognized Credential.**
- **The CDA gives Kentucky residents a “PORTABLE” Credential.**
- In Kentucky, **these credentials articulate** to as many as 12 college credit hours at many of our postsecondary institutions.

# A Great Early Childhood Education Workforce



In Kentucky, a quality Early Childhood Educator workforce begins EARLY... with high school child development courses taught in **Family and Consumer Sciences programs**. Students who complete the course requirements are eligible to obtain the following industry-recognized certifications and credentials:

- Orientation Training
- Commonwealth Child Care Credential – *Certificate of Eligibility*
- CDA

# KENTUCKY FCS

## Family & Consumer Sciences Education

### *Early Childhood Education Major*

- 6,649 students





## Even better...

Effective April 1, 2011, the Council for Professional Recognition announced that high school students who were juniors or seniors in a high school family and consumer science program in early education were now eligible for the ***Child Development Associate***.



# Importance of FCS to the Early Care and Education Workforce

- ❖ These programs establish a foundational career pathway for students interested in this field that can lead to desirable industry credentials and postsecondary articulated credit.
- ❖ Provides opportunity for substantial collaboration among local FCS teachers and community, regional and state agencies from the Early Care and Education workforce.



# Everybody Wins!

**It also means increased buy-in from stakeholders for several reasons:**

- ☐ Increased STARS participation
- ☐ “College & Career Ready
- ☐ Head Start, child care and state-funded preschool programs are able to \*hire young knowledgeable staff to feed the pipeline.

# Kentucky's First Graduates



Sara Mitchell



Jordan Ziegler

## Media Advisory

*Seniors Awarded Child Development Associate Credential (Henderson, KY)- Henderson County*

*High School Seniors Sara Mitchell and Jordan Ziegler have been awarded the Child Development Associate (CDA) credential in recognition of outstanding work with young children. The Council for Professional Recognition in Washington, D.C. awards credentials to early childhood educators who demonstrate the ability to constructively work with young children in group settings.*



## *Contact Information*

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**Thank You!**

## *Web and Social Media*

<http://kidsnow.ky.gov>  
<http://facebook.com/GOEC>  
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